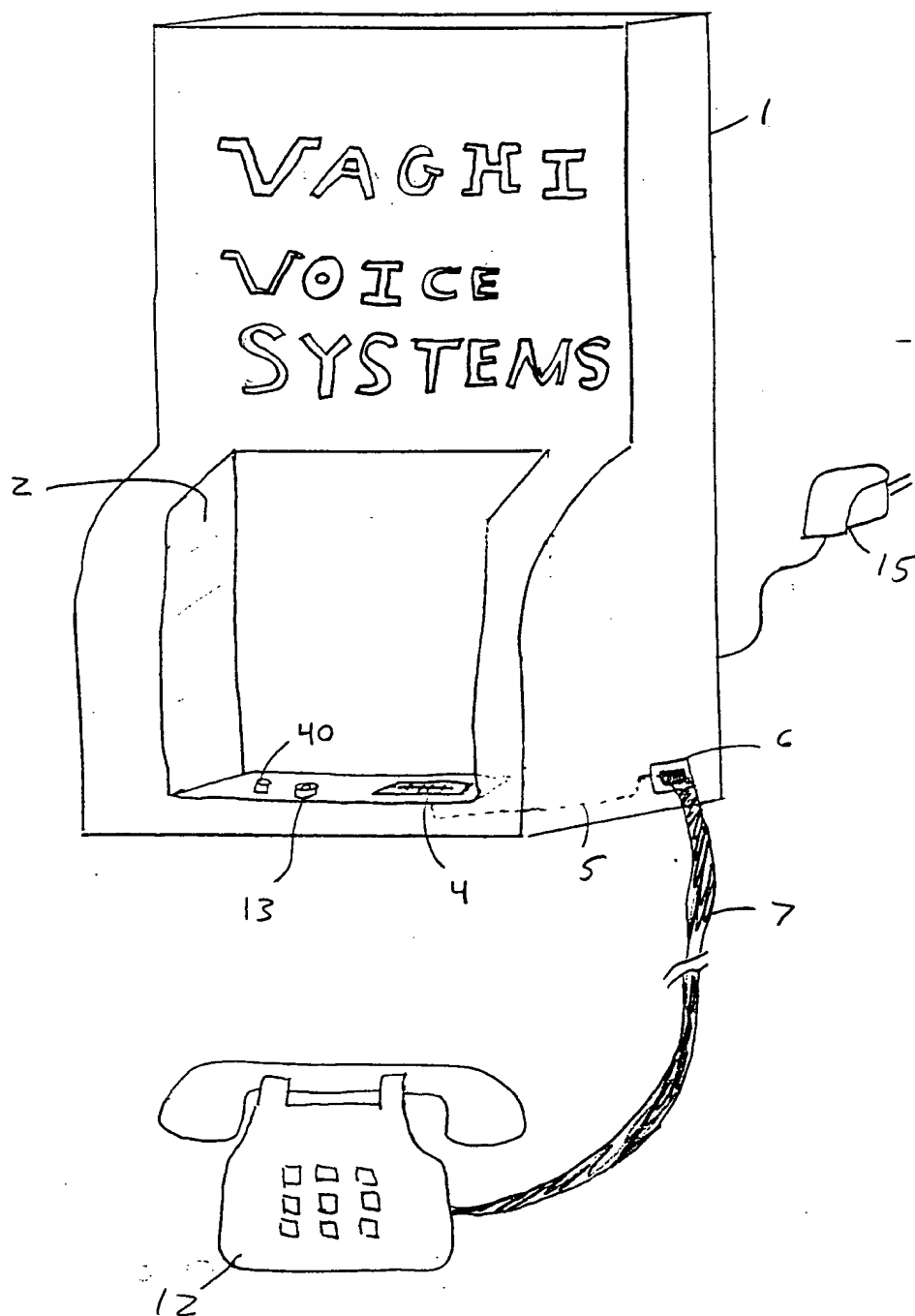


Fig. 1



TOP SECRET

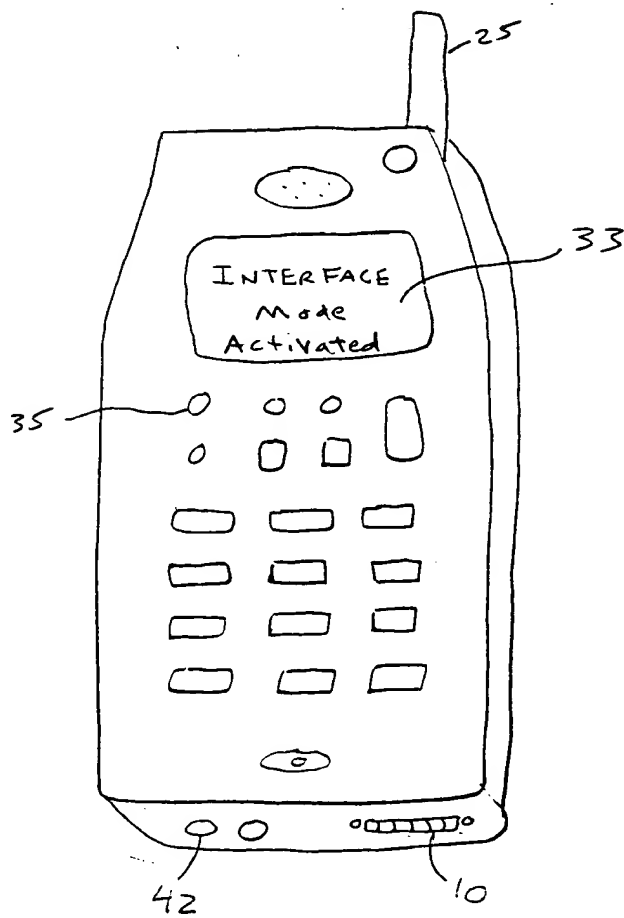


FIG. 2

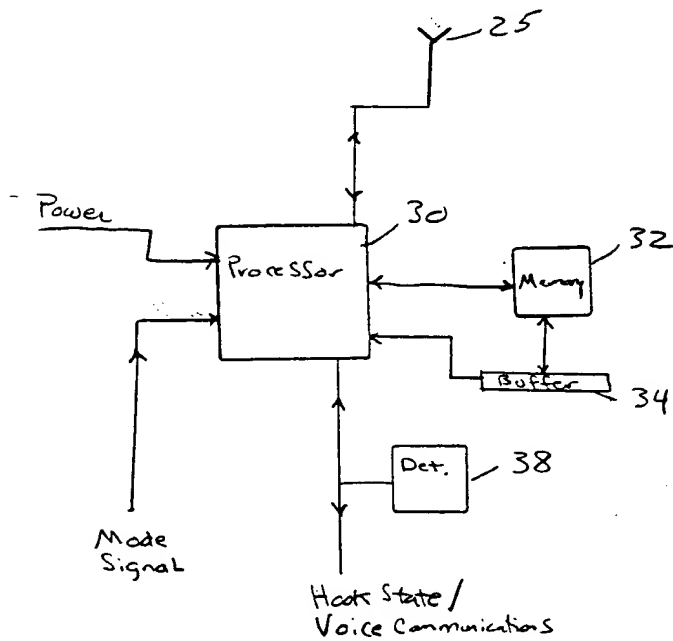


FIG. 3

096087 *Journal of Management Studies*, 1996, 29, 1, 1-14.

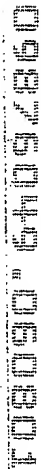
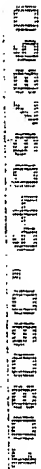
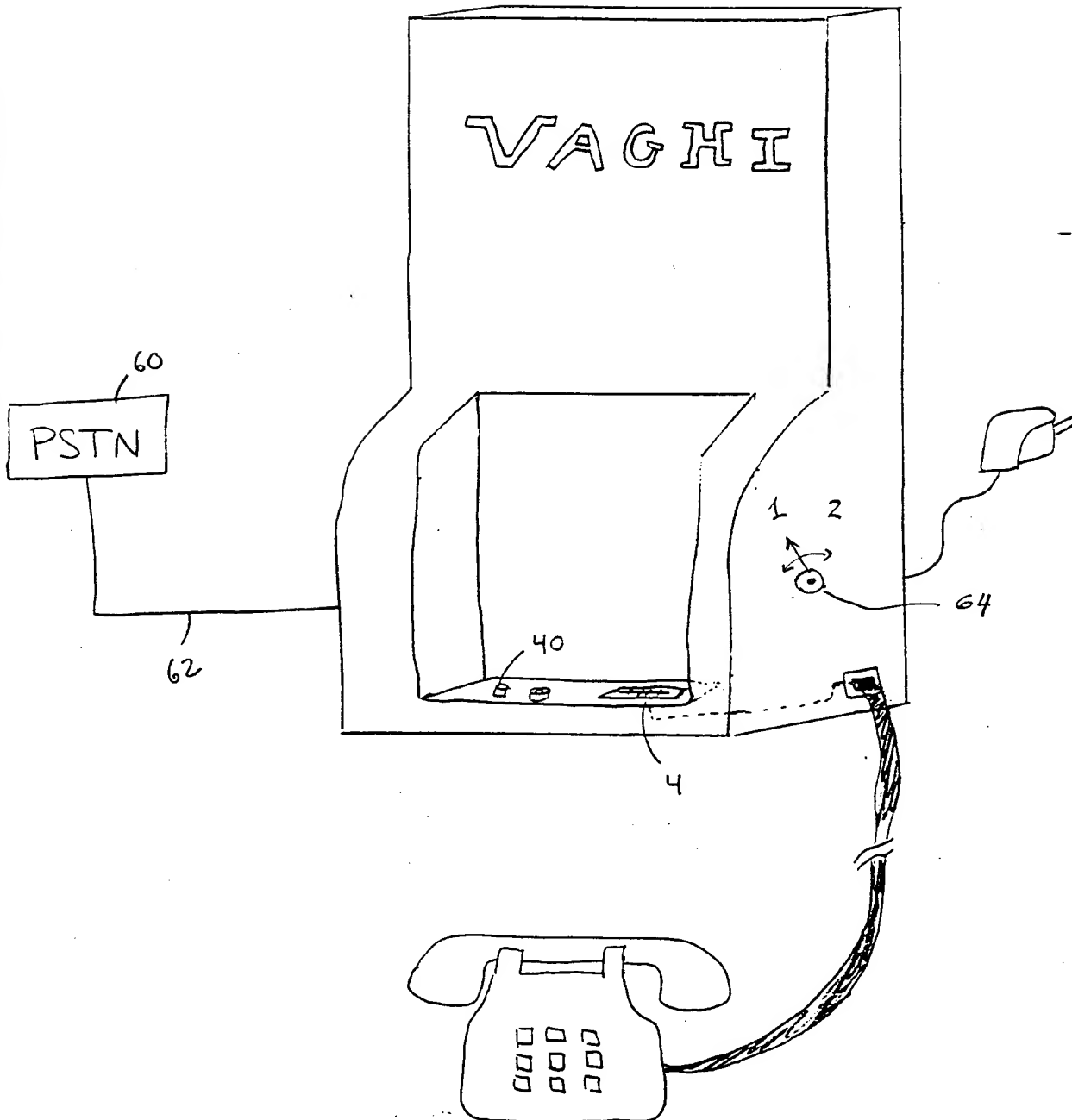
[illegible]

FIG. 6



09876049-050801

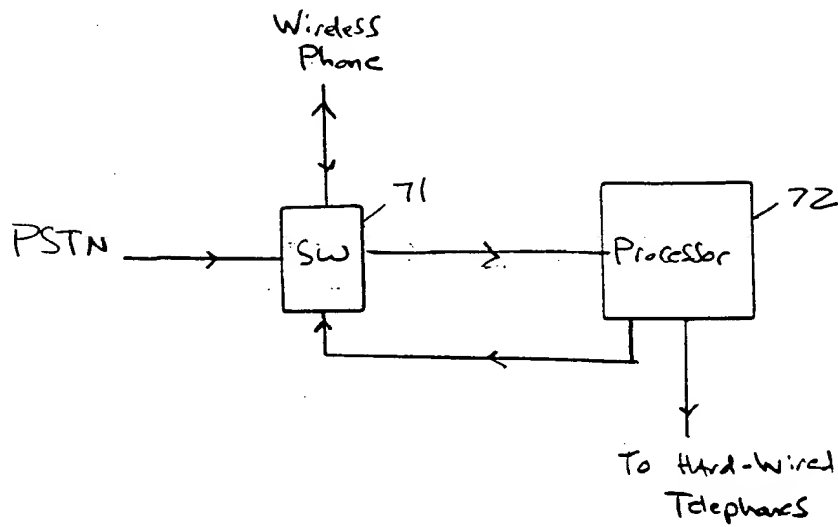


FIG. 7

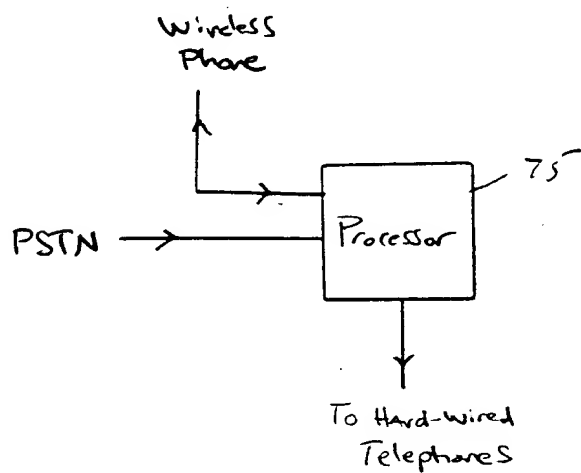


FIG. 8

SECRET

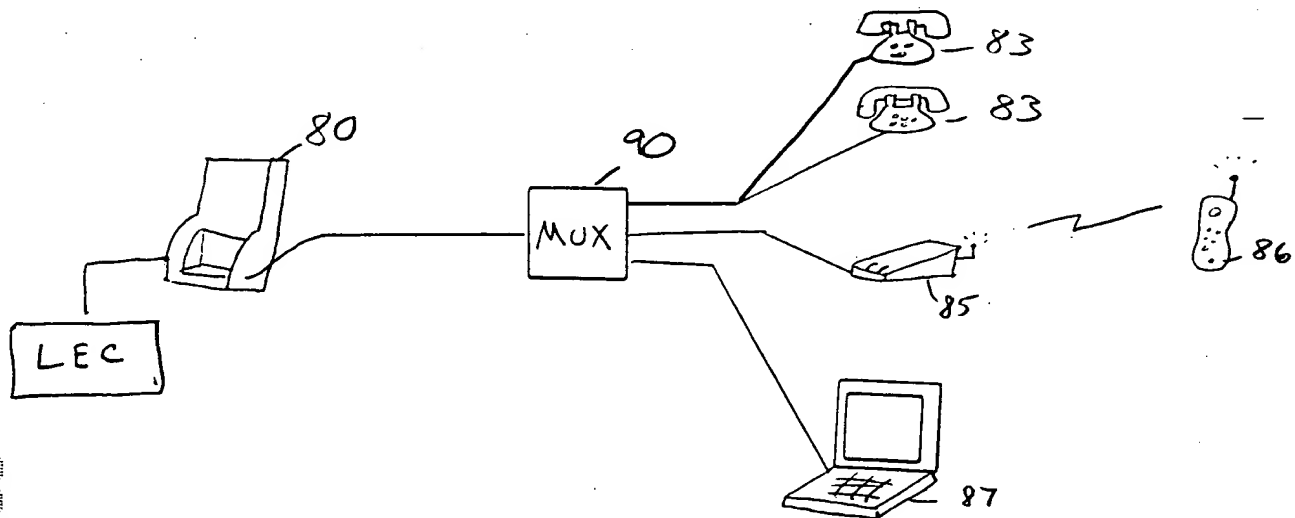


FIG. 9

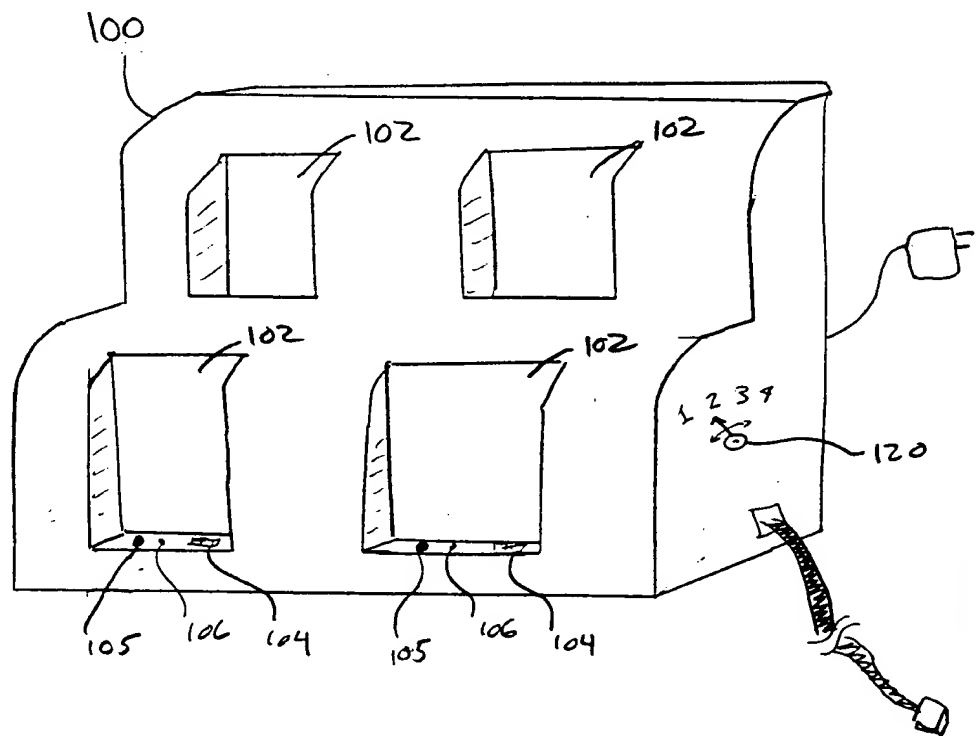


Fig. 10

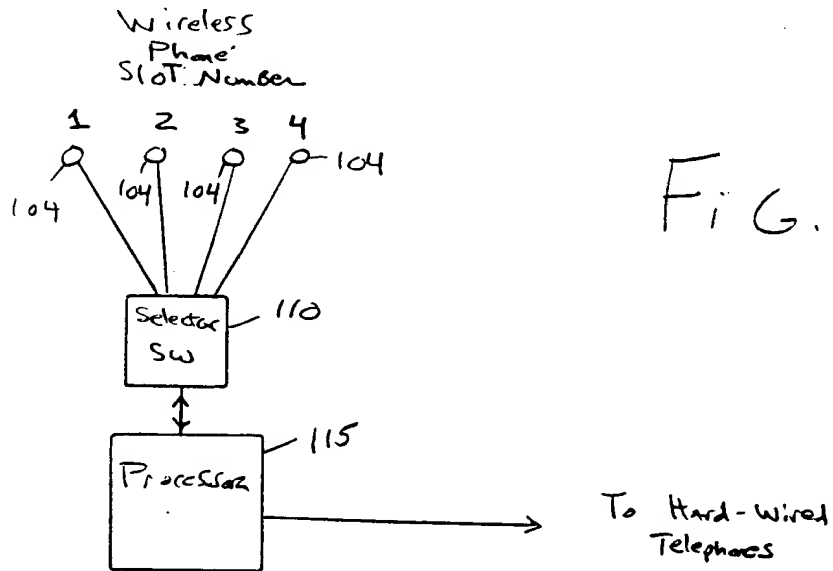


FIG. 11

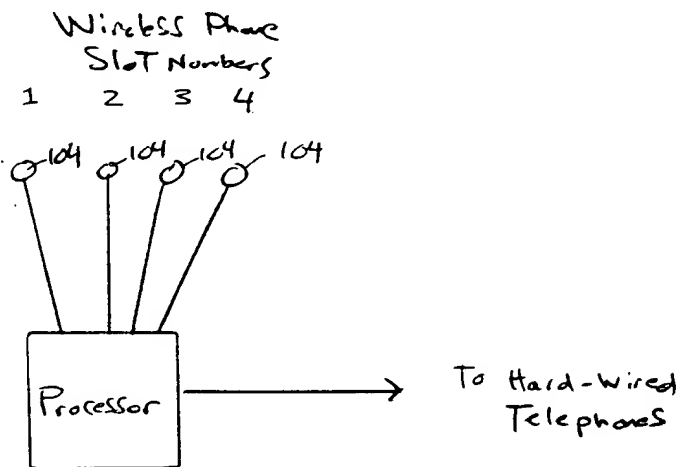


FIG. 12

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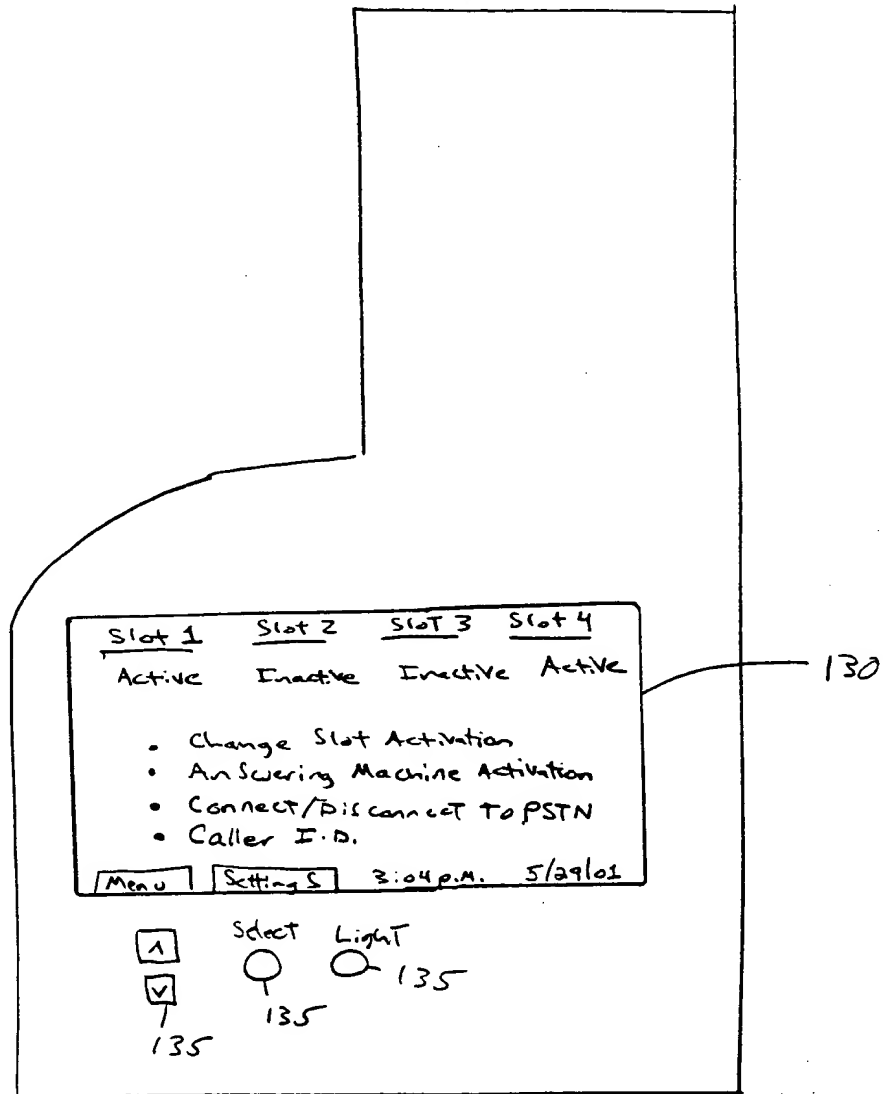


FIG. 13

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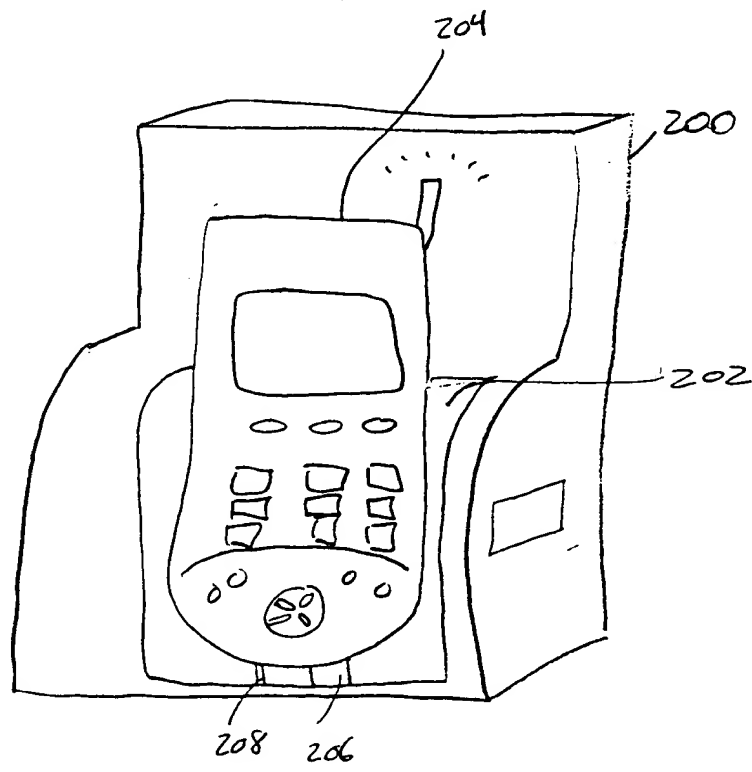
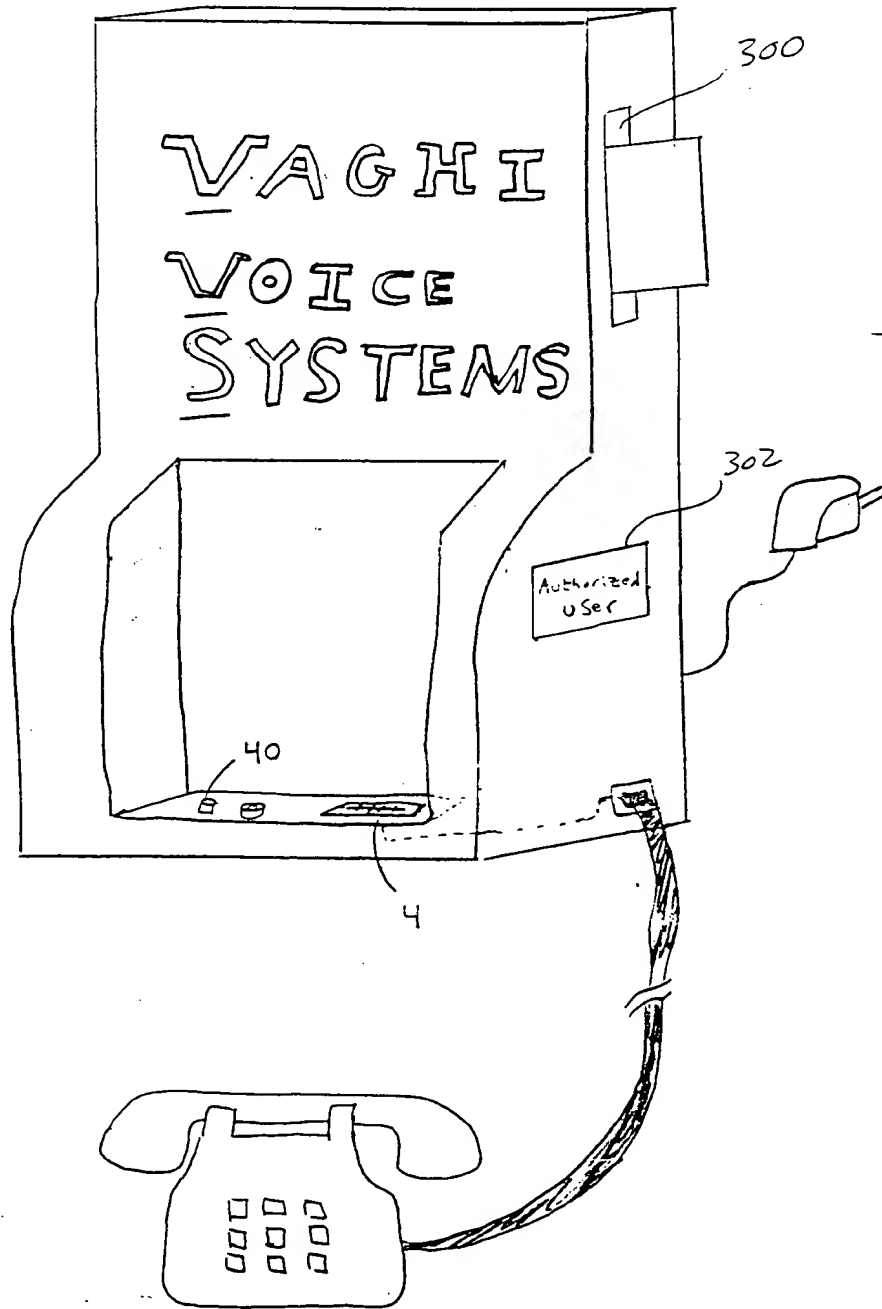


FIG. 14

FIG. 15



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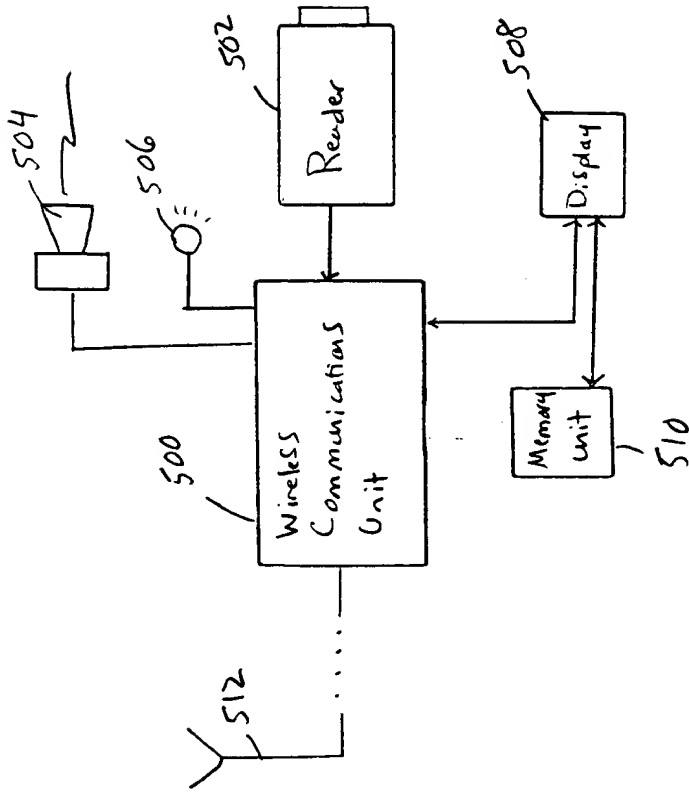


FIG. 16

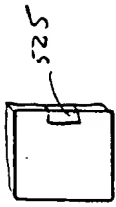


Fig. 17(a)

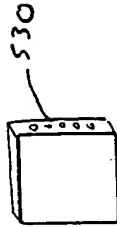


Fig. 17(b)

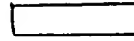


Fig. 17(c)

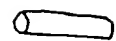


Fig. 17(d)

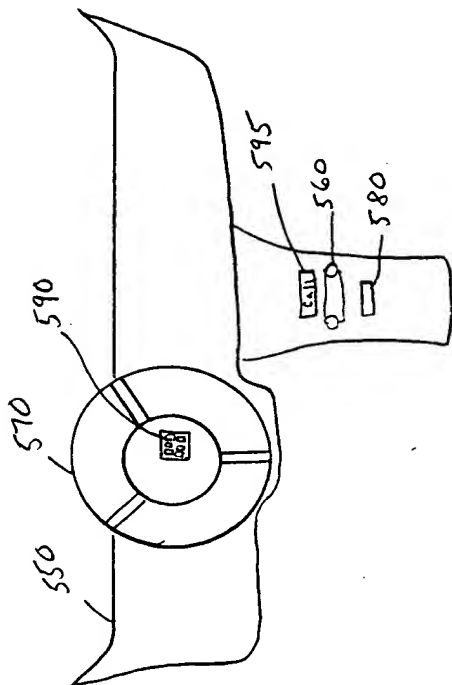


Fig. 18(a)

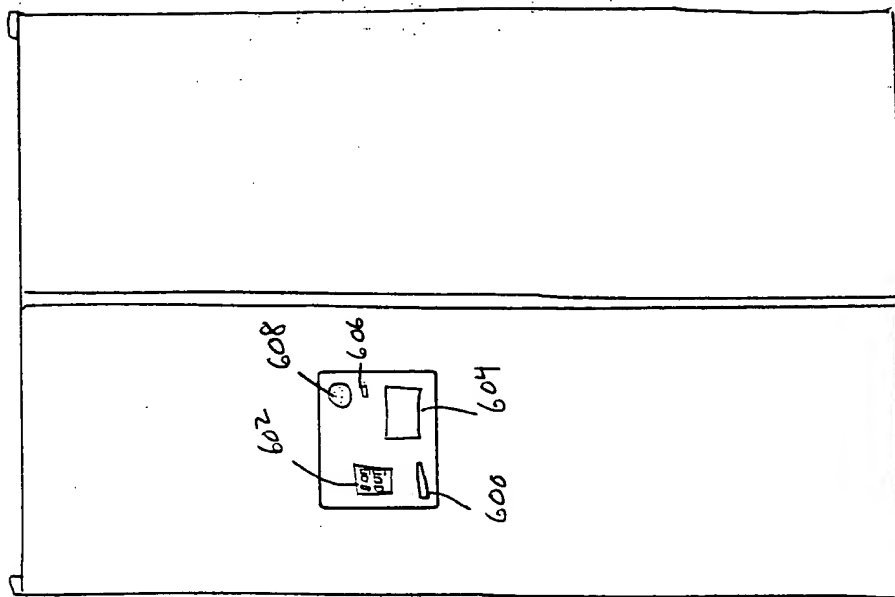


Fig. 18(b)

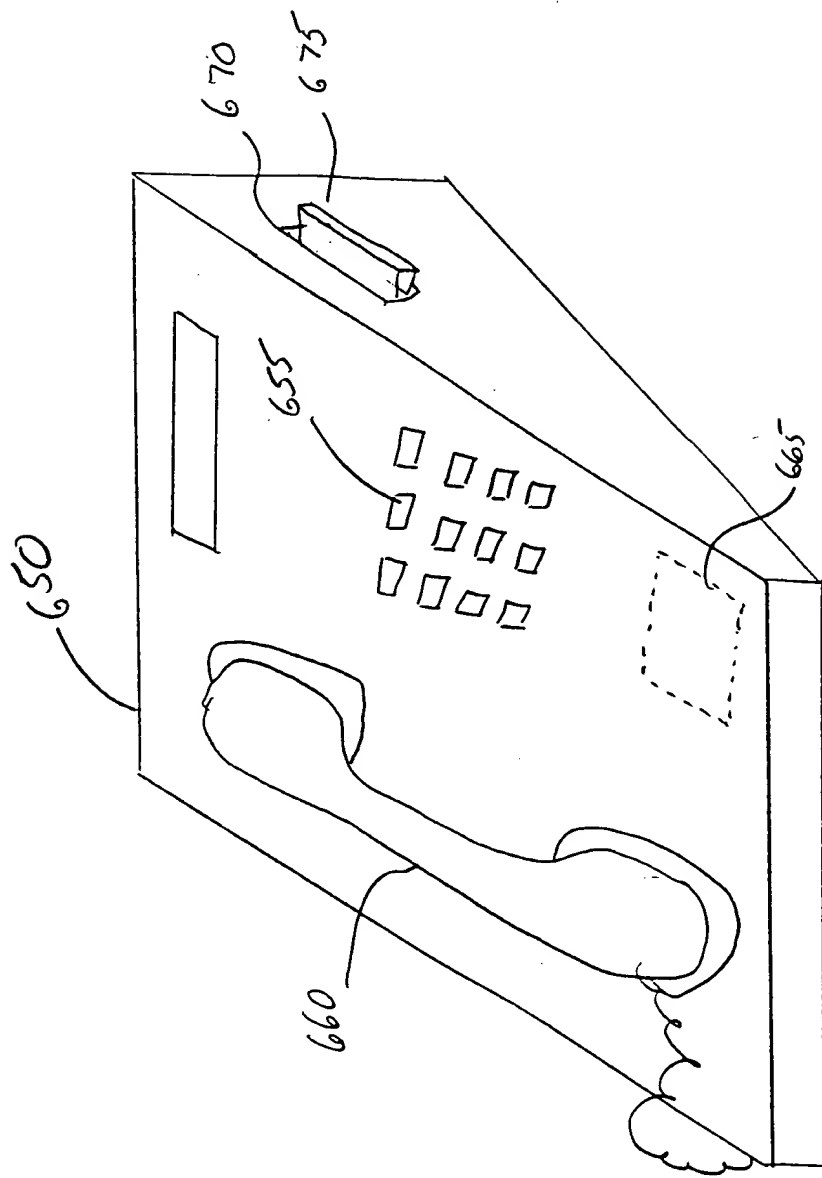


Fig. 19

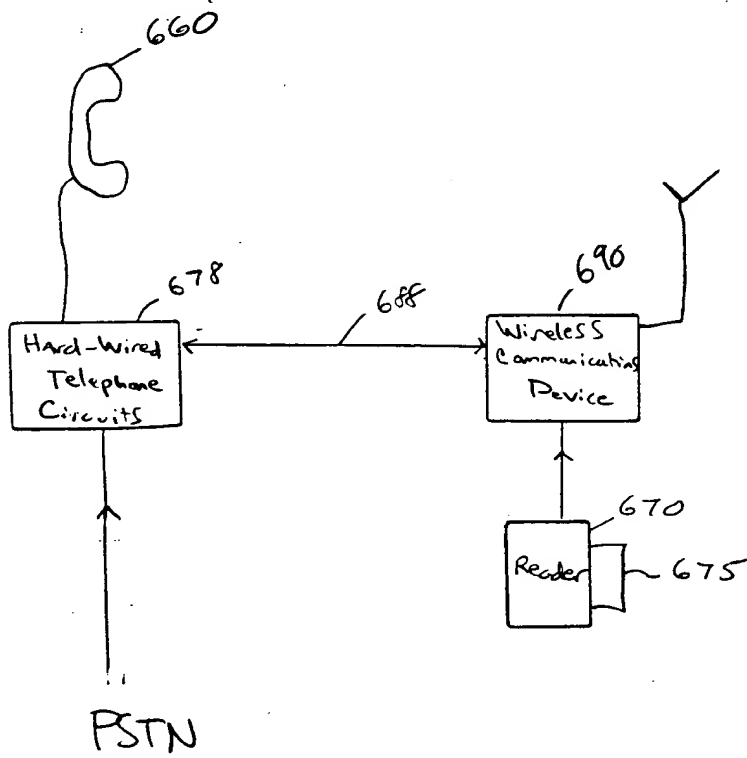


Fig. 20

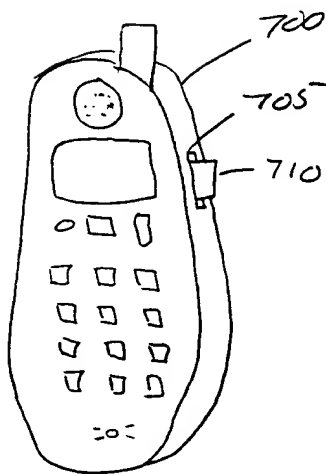


Fig. 21

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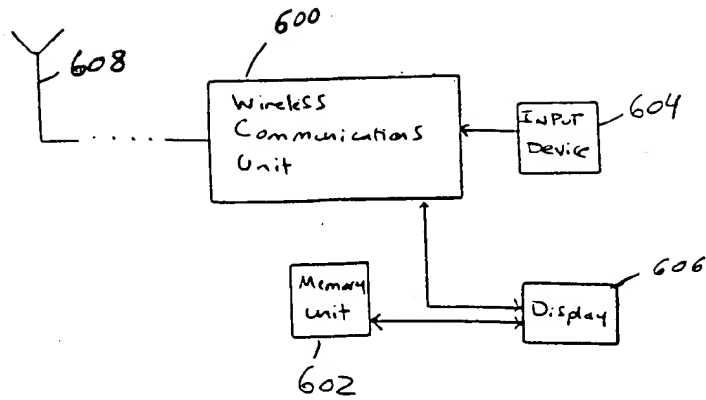


Fig. 22

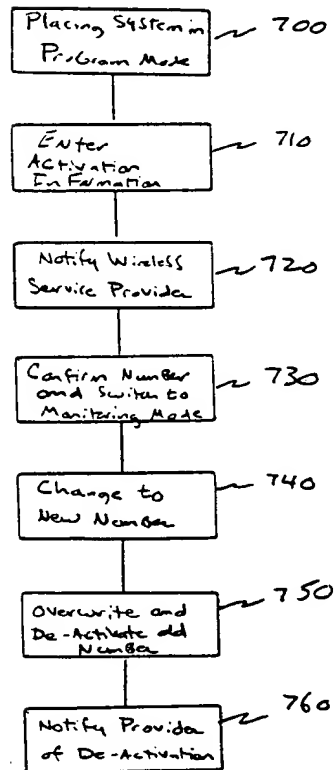


Fig. 23